



PEACE BY YOUTH - PY

ANNUAL REPORT 2022/23

Empowering Futures

#PeaceKeepers



Empowering Futures:

Annual Report 2022 – 23

Welcome to the 2022-23 Annual Report of Peace by Youth (PY), an embodiment of our unwavering commitment to empowering young minds and transforming communities. This report unfolds our year-long journey of dedication, innovation, and collaborative efforts, showcasing how we've navigated challenges and celebrated achievements. Through our various programs and initiatives, we have strived to ignite change, foster growth, and build a brighter, more equitable future for youth. Join us in reflecting on our accomplishments and envisioning our path forward in the pursuit of peace, empowerment, and societal upliftment.



Executive Director
Peace by Youth – PY

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Executive Summary

Brief Overview of the Report

This annual report for Peace by Youth (PY) provides a detailed account of the organization's initiatives, achievements, and developments throughout 2022-23. As an entity committed to youth empowerment and societal transformation, PY has been at the forefront of advocating for and facilitating change in the lives of young individuals and their communities. This report elaborates on the organization's strategic approach, governance, and the implementation of its various projects. It encapsulates PY's adherence to its core mission of PEACE – Participation, Empowerment, and Association of Change Enablers, and outlines its efforts in advocating for justice, equality, and youth development.

Key Achievements and Highlights of 2022-23

1. **SUCCESSFUL EXECUTION OF MAJOR PROJECTS:**

- **Sports for Peace (SfP):** A notable initiative aimed at promoting peace and development through sports. This project has actively engaged youth across various communities, fostering a sense of unity and collaboration.
- **CNBA Sindh Chapter:** Collaborating with CPDI Pakistan, this chapter focused on enhancing budget transparency and governance within the region.
- **Legal Law & Advocacy Aid (L2A2):** This self-funded initiative provided legal and advocacy support, crucial for the empowerment of marginalized communities.

2. **EXPANSION AND IMPACT OF THE VOLUNTEER NETWORK:**

- The PY Volunteer Network saw remarkable growth, connecting over 200 youth volunteers. These volunteers have played a pivotal role in executing PY's vision at the grassroots level, leading to tangible improvements in community welfare.

3. **ADVANCEMENTS IN YOUTH DEVELOPMENT:**

- PY's consistent focus on youth development has led to numerous success stories. The organization has equipped young individuals with the necessary skills and confidence to address societal challenges, contributing significantly to national development.

4. COMMUNITY ENGAGEMENT AND EMPOWERMENT INITIATIVES:

- PY has actively engaged in community development programs, promoting gender equality, social justice, and economic upliftment, which have led to notable changes in community attitudes and behaviors.

5. FINANCIAL MANAGEMENT AND GROWTH:

- The organization maintained robust financial health, showcasing efficient fund management. The detailed financial report highlights the careful allocation of resources towards impactful projects.

6. STRENGTHENING PARTNERSHIPS AND RECOGNITION:

- PY's efforts have been recognized both locally and internationally, leading to strengthened partnerships with various governmental and non-governmental organizations. These collaborations have enhanced PY's capacity to make a broader impact.

7. OVERCOMING CHALLENGES AND ADAPTIVE STRATEGIES:

- Despite various challenges in 2022-23, PY adeptly adapted its strategies and methodologies, ensuring the continuity and effectiveness of its programs and initiatives.

8. RESPONSIVE ACTION DURING FLOOD 2022:

- In response to the devastating Flood of 2022, PY implemented critical emergency relief efforts, providing cooked food, medical camps, and camp coordination and management services. This initiative, supported by individual donors, companies, and foundations, showcased PY's ability to respond swiftly and effectively to crisis situations, reinforcing its role as a resilient and adaptive organization in times of need.



Introduction

About Peace by Youth (PY)

Peace by Youth (PY) is a distinguished non-profit and public benefit organization, renowned for its dedication to youth empowerment and community development. Registered under the Voluntary Social Welfare Agencies Ordinance 1961, PY was established in 2011 with a foundational belief in the transformative power of young people. Operating primarily in the district of Jacobabad, the organization has expanded its influence through various humanitarian and developmental projects that have significantly impacted the local communities and beyond.

The essence of PY lies in its commitment to nurturing and harnessing the potential of the youth to address and solve contemporary challenges. Recognizing that young people often remain marginalized in decision-making processes, PY actively works to bridge this gap, providing them with the tools, skills, and platforms necessary to lead change.

Mission and Vision

Mission: PY's mission is encapsulated in the acronym "PEACE," which stands for Participation, Empowerment, and Association of Change Enablers. This mission drives the organization's initiatives and projects, focusing on building the capacity of the youth to engage actively and effectively in societal development. PY strives to create an environment conducive to positive change, fostering attitudes and behaviors that support community empowerment and socio-economic upliftment.

Vision: The vision of PY is to see a world where young people are at the forefront of fostering peace, justice, and equality. The organization envisions communities where youth are empowered, confident, and equipped with the necessary skills to contribute meaningfully to societal progress and development.

Organizational Structure and Governance

Organizational Structure: PY's structure is designed to optimize efficiency and effectiveness in delivering its programs and projects. At its core is a governing body that oversees the organization's direction and strategy. This body is supported by various departments and units, each specialized in different aspects of PY's work, including project management, finance, volunteer coordination, and community outreach.

Governance: PY operates with a strong governance framework that ensures transparency, accountability, and ethical practices in all its operations. The organization adheres to clearly defined policies related to human resources, finance, and procurement. Financial activities are meticulously managed and reported using Peachtree Accounting Software, ensuring accuracy and transparency in financial reporting. PY's governance model also emphasizes a non-political stance, focusing solely on humanitarian and developmental objectives.

Compliance and Regulation: Consistent with its commitment to transparency and accountability, PY is a legally registered entity. It maintains an updated inventory list, duly coded and labeled fixed assets records, and follows strict compliance with the legal and regulatory requirements of the Voluntary Social Welfare Agencies Ordinance.

Peace by Youth stands as a beacon of hope and change, driving forward its mission of empowering youth and fostering societal development. Its structured approach to governance and organizational management ensures that it remains focused, effective, and aligned with its core values and objectives.



Year in Review

Overview of PY's Activities in 2022-23

In 2022-23, Peace by Youth (PY) embarked on a diverse range of activities, each aimed at amplifying its impact on youth empowerment and community development. The year was marked by a series of initiatives that not only underscored PY's commitment to its mission but also expanded its reach and influence within and beyond the district of Jacobabad.

Key activities included the implementation of flagship projects like Sports for Peace (SfP), the CNBA Sindh Chapter, and the Legal Law & Advocacy Aid (L2A2). Each of these projects was designed to address specific challenges faced by the youth and communities, ranging from poverty reduction and legal aid to promoting peace and transparency in governance.

Impact and Achievements

Sports for Peace (SfP): This project stood out as a major achievement in promoting peace and unity through sports. It engaged numerous young individuals across various communities, fostering teamwork, discipline, and a spirit of cooperation.

CNBA Sindh Chapter: In partnership with CPDI Pakistan, this initiative focused on enhancing budget transparency and governance, which is crucial for the development and effective utilization of public resources



Legal Law & Advocacy Aid (L2A2): This self-funded project provided essential legal and advocacy support to marginalized communities, contributing significantly to the promotion of justice and equality.

Besides these projects, PY also conducted various training and capacity-building workshops for the youth, enhancing their skills and preparing them to tackle societal challenges effectively.

Key Milestones

- **Expansion of Volunteer Network:** PY successfully expanded its Volunteer Network, integrating over 200 new youth volunteers. This expansion not only increased PY's capacity for community engagement but also empowered more young people to become active change agents.
- **Recognition and Partnerships:** PY garnered significant recognition for its work both locally and internationally, leading to new partnerships and collaborations. These partnerships have been instrumental in scaling up PY's efforts and impact.
- **Financial Growth and Stability:** 2022-23 also saw PY achieving financial stability and growth, which is critical for the sustainability of its projects. The organization managed its finances with utmost transparency, ensuring the effective allocation of resources towards its various initiatives.
- **Adaptive Strategies to Overcome Challenges:** The organization demonstrated remarkable adaptability in the face of challenges, whether they were logistical, financial, or related to community engagement. PY's ability to pivot and adapt its strategies ensured the uninterrupted execution of its projects.

The 2022-23 was a year of significant progress and achievements for Peace by Youth. The organization not only advanced its mission through various impactful projects but also laid a strong foundation for future growth and expanded influence. The year was a testament to PY's resilience, commitment, and unwavering dedication to empowering youth and driving societal change.



Emergency Response During Flood 2022

Overview

In response to the devastating floods of 2022, Peace by Youth (PY) stepped forward as a pivotal force in the emergency response and relief efforts. With the generous support of individuals, companies, and foundations, PY undertook critical initiatives to provide aid and assistance to the affected communities. This section highlights the organization's swift action, collaboration, and dedication during this crisis.

Initiatives and Contributions

- **Provision of Cooked Food:** Understanding the immediate need for sustenance among flood-affected individuals, PY organized the distribution of cooked food. This initiative focused on providing nutritious meals to those who had lost their homes and livelihoods to the floodwaters. PY's teams, aided by volunteers, set up food distribution centers in the most severely impacted areas.
- **Medical Camps:** Recognizing the heightened risk of waterborne diseases and other health issues post-flood, PY established medical camps. These camps were staffed with qualified medical personnel and stocked with essential medicines and supplies. They provided free health check-ups, treatments, and medications to the flood victims, addressing both immediate and ongoing health concerns.
- **Camp Coordination and Management Services:** PY played a crucial role in coordinating and managing relief camps. These camps served as temporary shelters for those displaced by the floods. PY's involvement ensured efficient camp operations, including the allocation of resources, maintaining hygiene standards, and organizing various support services.

Collaboration and Support

- **Collaboration with Local Authorities and NGOs:** PY collaborated closely with local authorities, NGOs, and other relief organizations to maximize the impact of its efforts. This collaboration allowed for better resource allocation, avoiding duplication of efforts, and ensuring comprehensive support to the affected communities.
- **Support from Donors and Partners:** The emergency response was bolstered by the generous support of individuals, corporate donors, and foundations. Their contributions, whether financial, in-kind, or through volunteerism, were crucial in scaling up the relief operations.

Impact and Reflections

- **Impact Assessment:** PY's emergency response initiatives significantly alleviated the hardships faced by flood-affected communities. Thousands of individuals received essential food, medical care, and shelter, which were crucial in the immediate aftermath of the disaster.
- **Reflections and Learnings:** The experience of responding to the 2022 floods provided PY with valuable insights into disaster management and emergency response. It highlighted the importance of quick action, community involvement, and robust planning in dealing with natural disasters.
- **Future Preparedness:** Going forward, PY is committed to enhancing its capacity for emergency response. This includes developing more robust disaster response plans, training volunteers in emergency management, and establishing a reserve of emergency supplies and funds.

Peace by Youth's response to the Flood 2022 was a testament to its commitment to humanitarian service and community support. It not only provided immediate relief to those in need but also set a foundation for more resilient and prepared communities in the face of future challenges.



Programs and Projects

Details of Ongoing and Completed Projects

SPORTS FOR PEACE – SFP

- **Objective:** This project was designed to utilize sports as a medium to promote peace, unity, and understanding among young people in various communities.
- **Activities:** SFP involved organizing sports events, tournaments, and training sessions for youth. These activities were not just about competition but also included workshops on teamwork, leadership, and conflict resolution.
- **Impact:** The project successfully engaged a large number of youths, fostering a sense of community and cooperation. It also provided a platform for young people to showcase their talents and learn valuable life skills.

CNBA SINDH CHAPTER

- **Objective:** This chapter was established in collaboration with CPDI Pakistan to promote budget transparency and good governance.
- **Activities:** The focus was on capacity building of local stakeholders, advocacy for budget transparency, and monitoring of public spending.
- **Impact:** The project resulted in increased awareness and understanding of budgetary processes among community members and stakeholders, leading to more accountable governance practices.

LEGAL LAW & ADVOCACY AID – L2A2

- **Objective:** L2A2 aimed to provide legal aid and advocacy support to underprivileged communities.
- **Activities:** The project included legal counseling, representation, and awareness campaigns about legal rights and procedures.
- **Impact:** It facilitated access to justice for many individuals and raised awareness about legal rights and resources, thereby promoting social justice and equality.

Outcomes and Impact Assessment

- **Sports for Peace – SfP:** The outcomes of the SfP project were multifold. It not only engaged youth in constructive and healthy activities but also played a pivotal role in inculcating values like teamwork, discipline, and respect for diversity. The project contributed to reducing youth involvement in negative behaviors and promoted a culture of peace and understanding.
- **CNBA Sindh Chapter:** The CNBA Sindh Chapter had a substantial impact on enhancing the transparency and accountability of local governance. The increased community participation in monitoring and advocacy around public spending has been a key step towards ensuring that resources are used effectively and equitably.
- **Legal Law & Advocacy Aid – L2A2:** L2A2 made legal services accessible to those who needed them most, particularly marginalized groups. The project's success is evident in the increased legal literacy among community members and the number of individuals who received legal aid.



Youth Empowerment and Community Participation

Initiatives for Youth Development

Peace by Youth (PY) has been steadfast in its commitment to youth development, recognizing that the empowerment of young people is crucial for societal progress. In 2022-23, PY undertook several initiatives to enhance the capabilities and opportunities for youth in various spheres.

- **Skill Development Workshops:** PY organized workshops focused on skill development in areas like leadership, communication, and entrepreneurship. These workshops were designed to equip young individuals with the necessary tools to succeed in their personal and professional lives.
- **Educational Programs:** To bridge educational gaps, PY conducted programs that offered supplementary education and tutoring, particularly in underserved communities. These programs aimed at improving academic performance and encouraging continued education.
- **Career Counseling and Mentorship:** Recognizing the importance of guidance in professional growth, PY provided career counseling and mentorship programs, connecting youth with experienced professionals and industry experts.
- **Youth Forums and Conferences:** PY hosted forums and conferences where young people could discuss issues, share ideas, and collaborate on initiatives. These platforms provided youth with a voice and an opportunity to engage in meaningful dialogue.

Community Engagement Activities

Community engagement is a cornerstone of PY's approach, ensuring that its initiatives resonate with and are embraced by the communities it serves.

- **Community Service Projects:** Engaging youth in community service projects, PY facilitated activities like environmental clean-ups, health drives, and community beautification projects. These activities fostered a sense of responsibility and community spirit among the youth.

- **Public Awareness Campaigns:** PY led campaigns on various social issues like health, education, and women's rights. These campaigns aimed to educate and mobilize communities towards positive change.
- **Partnerships with Local Organizations:** By partnering with local organizations, PY extended its reach and impact. These collaborations enabled the implementation of more comprehensive and inclusive community development programs.

Success Stories and Testimonials

2022-23 was a year filled with inspiring success stories and positive feedback, highlighting the impact of PY's work.

- **Individual Success Stories:** Many young individuals, through PY's programs, have successfully started their own businesses, pursued higher education, or become active community leaders. These stories are testaments to the efficacy of PY's youth development initiatives.
- **Community Testimonials:** Communities have acknowledged the positive changes brought about by PY's projects. Testimonials from community leaders and members often highlight improved social cohesion, increased youth participation in community matters, and a general upliftment in community morale and well-being.
- **Volunteer Experiences:** Volunteers at PY have shared transformative experiences, expressing how their involvement with PY has not only contributed to personal growth but also allowed them to make a tangible difference in their communities.

PY's efforts in youth empowerment and community participation have yielded substantial results. The organization's multifaceted approach has not only nurtured the potential of young individuals but also fostered a more inclusive and proactive community spirit, paving the way for a more empowered and engaged society.



Financial Report

Summary of Financial Performance

The financial year 2022-23 was a period of stable financial performance for Peace by Youth (PY), marked by efficient management of resources and adherence to budgetary disciplines. The organization maintained a healthy balance between its income and expenditures, ensuring the sustainability and continuity of its various programs and initiatives.

- **Revenue Generation:** PY's revenue streams were diverse, including grants from governmental and non-governmental organizations, donations from private entities and individuals, and income from various community-driven projects.
- **Fund Utilization:** Funds were strategically allocated to ensure the maximum impact of each project. A significant portion of the budget was directed towards direct program expenses, with a focus on scaling up successful initiatives and exploring new avenues for community engagement and youth development.

Income and Expenditure Details

- **INCOME SOURCES:**
 - **Grants and Donations:** PY received substantial funding through grants from local and international donors, which formed a major part of its income.
 - **Fundraising Activities:** Various fundraising events and campaigns also contributed to the revenue, engaging the community and raising awareness about PY's mission.
 - **Self-generated Income:** Income from self-initiated projects like the Youth Vision Information Technology & Vocational Institute (YVITVI) also contributed to the financial resources.
- **EXPENDITURE BREAKDOWN:**
 - **Project Expenses:** A majority of the expenditure was allocated to the direct costs associated with running PY's projects such as Sports for Peace, Volunteer Committee, and Legal Law & Advocacy Aid.
 - **Operational Costs:** Operational expenses included staff salaries, office maintenance, utilities, and other administrative costs.

- **Capacity Building and Training:** Investments were made in training and capacity building of staff and volunteers to enhance the efficiency and effectiveness of PY's programs.

Auditor's Report

- **Audit Overview:** The financial statements of PY for the year 2022-23 were audited by an independent and reputable audit firm. The audit was conducted in accordance with the applicable financial reporting standards and legal requirements.
- **Findings and Compliance:** The auditor's report concluded that PY's financial statements present a fair and accurate view of its financial position. The audit found no significant discrepancies and confirmed that PY has adhered to standard accounting practices and statutory requirements.
- **Recommendations:** While the audit report was predominantly positive, it included recommendations for further improving financial controls and reporting mechanisms. These suggestions were aimed at enhancing the transparency and efficiency of financial management within the organization.

The financial report of Peace by Youth for the year 2022-23 reflects the organization's commitment to financial integrity, effective resource management, and accountability to its stakeholders. The stable financial position and adherence to best practices have positioned PY well for continued success in its future endeavors.



Volunteer Network

Overview of the Volunteer Network

The Volunteer Network of Peace by Youth (PY) is a dynamic and integral part of the organization, playing a crucial role in the execution and success of its various projects and initiatives. In 2022-23, the network saw significant growth and development, further enhancing PY's outreach and impact.

- **Composition:** The network comprises over 200 dedicated volunteers from diverse backgrounds, including students, professionals, and community leaders. This diversity brings a range of skills, perspectives, and expertise to PY's endeavors.
- **Organization and Management:** PY's Volunteer Network is meticulously organized, with clear roles and responsibilities assigned to each volunteer. The network is managed by a dedicated team that ensures effective coordination and support for all volunteer activities.
- **Training and Development:** Volunteers receive ongoing training and development opportunities to enhance their skills and ensure their contributions are impactful and meaningful.

Contributions and Impact of Volunteers

Volunteers are the backbone of PY, contributing significantly to its achievements.

- **Project Implementation:** Volunteers play a vital role in the implementation of PY's projects, such as Sports for Peace (SfP). They are involved in planning, organizing, and executing various activities, ensuring these initiatives reach their intended audiences and achieve their objectives.
- **Community Engagement:** Volunteers are instrumental in fostering community engagement. They serve as liaisons between PY and the communities, helping to build trust, understand community needs, and facilitate effective communication.
- **Advocacy and Awareness:** Volunteers also contribute to advocacy and awareness campaigns, helping to spread PY's message and educate the community on various social issues.

Volunteer Profiles and Experiences

- **Profiles:** The volunteers come from various walks of life, each bringing unique experiences and motivations to the network. Their backgrounds range from young students passionate about social change to seasoned professionals offering their expertise for a cause.
- **Experiences:** Many volunteers have reported transformative personal growth through their involvement with PY. They describe experiences of learning new skills, gaining a deeper understanding of social issues, and enjoying the fulfillment that comes from making a positive impact in their communities.
- **Testimonials:** Testimonials from volunteers often highlight the supportive environment within PY, the sense of camaraderie and purpose they experience, and the valuable life lessons gained from their volunteering experiences.

The Volunteer Network of Peace by Youth is not just a resource for the organization but a vibrant community of change-makers. Their contributions in 2022-23 have been pivotal to PY's success, and their stories and experiences are a testament to the power of volunteerism in driving social change.



Challenges and Lessons Learned

Challenges Faced in 2022-23

Despite its many successes, Peace by Youth (PY) faced several challenges in 2022-23. These challenges tested the organization's resilience and adaptability, providing valuable lessons for future operations.

- **Resource Limitations:** With the expansion of projects and increased demand for services, PY encountered constraints in terms of financial and human resources. Balancing the growing needs with available resources was a constant challenge.
- **Community Engagement Barriers:** Engaging certain segments of the community, especially in more conservative or remote areas, posed significant challenges. This was due to a mix of cultural norms, skepticism towards new initiatives, and logistical barriers.
- **Adapting to Changing Needs:** The dynamic nature of social issues and community needs required PY to constantly adapt its strategies and programs. Staying responsive and relevant to these changing scenarios was a significant challenge.
- **Technological Integration:** Integrating technology into various projects and operations, while beneficial, posed challenges in terms of training staff and volunteers, and ensuring consistent access and usage among community members.

Key Learnings and Adaptations

Facing these challenges head-on, PY learned several key lessons and made necessary adaptations to enhance its effectiveness and sustainability.

- **Resource Optimization:** PY learned to optimize its resources better, employing strategies like collaboration with other organizations, leveraging volunteer skills more effectively, and exploring innovative fundraising methods.
- **Cultural Sensitivity and Inclusivity:** The organization adapted its community engagement approaches to be more culturally sensitive and inclusive. This involved working closely with community leaders, tailoring communications, and ensuring programs are accessible and respectful of local customs.

- **Flexibility and Responsiveness:** PY learned the importance of being flexible in its planning and responsive to the evolving needs of the community. This meant regularly reviewing and adjusting project plans and being open to feedback and new ideas.
- **Embracing Technology:** PY recognized the need to more effectively integrate technology into its operations. This involved investing in training for staff and volunteers, and incorporating digital tools to enhance project impact and organizational efficiency.

The challenges faced by Peace by Youth in 2022-23 were significant, but they also provided valuable opportunities for learning and growth. The organization's ability to adapt and evolve in the face of these challenges has strengthened its capacity to make a lasting impact in the communities it serves.



Future Outlook

Goals and Objectives for the Upcoming Year

As Peace by Youth (PY) looks ahead to the next year, it sets forth a series of ambitious goals and objectives to further its mission of empowering youth and fostering community development.

- **Expand Youth Engagement:** PY aims to broaden its reach to more young individuals, particularly in underserved and rural areas. The goal is to engage a larger demographic in its programs and activities, ensuring inclusive and widespread impact.
- **Enhance Capacity Building:** A key objective is to strengthen the capacity-building aspect of its programs. This includes offering more advanced training and development opportunities to both volunteers and beneficiaries.
- **Strengthen Community Partnerships:** PY plans to forge stronger partnerships with local community groups, NGOs, and government bodies. These collaborations are crucial for amplifying impact and ensuring sustainability.
- **Innovate Project Delivery:** Embracing innovation in project delivery, especially by incorporating technology and new methodologies, is another important goal. This approach aims to make PY's initiatives more effective and far-reaching.
- **Focus on Sustainability:** A significant objective for the upcoming year is to focus on the sustainability of its projects. This involves developing self-sustaining models for programs to ensure their longevity and impact beyond PY's direct involvement.

Planned Projects and Initiatives

- **Digital Literacy and Technology Integration:** Recognizing the importance of digital skills in today's world, PY plans to initiate projects focused on enhancing digital literacy among the youth. This includes setting up digital training workshops and integrating technology into existing programs.
- **Environmental Sustainability Initiatives:** In response to the growing concern over environmental issues, PY intends to launch projects aimed at promoting environmental awareness and sustainability. These

projects will involve youth in activities like tree plantation drives and awareness campaigns on waste management.

- **Health and Well-being Programs:** Given the critical nature of health and well-being, especially post-pandemic, PY is set to introduce programs that focus on mental and physical health. These would include health education workshops, fitness activities, and mental health support groups.
- **Entrepreneurship and Skill Development:** To address unemployment and economic challenges, PY plans to enhance its focus on entrepreneurship and skill development programs. This includes setting up vocational training centers and providing mentorship for young entrepreneurs.
- **Advocacy for Social Issues:** PY aims to amplify its advocacy efforts on social issues such as gender equality, human rights, and social justice. This will involve organizing campaigns, seminars, and collaborating with advocacy groups to bring about policy changes.

The future outlook for Peace by Youth is geared towards expansion, innovation, and sustainability. The organization is poised to not only continue its existing successful programs but also introduce new initiatives that align with its mission and the evolving needs of the communities it serves.



Acknowledgments

Thanks to Donors, Partners, and Supporters

As we reflect on the achievements and progress made in the past year, Peace by Youth (PY) extends its deepest gratitude to all the donors, partners, and supporters who have played a pivotal role in our journey. Your contributions, whether in the form of financial support, resources, expertise, or time, have been invaluable to our mission of empowering youth and fostering community development.

- **Donors:** Our heartfelt thanks go out to each donor, whose generous financial contributions have enabled us to implement and sustain our various programs. Your support has been instrumental in bringing about positive change in the lives of numerous individuals and communities.
- **Government and Institutional Partners:** We extend our appreciation to government bodies and institutional partners who have collaborated with us and provided support in numerous forms. Your guidance and collaboration have been crucial in amplifying our impact.
- **Community Organizations and NGOs:** A special thanks to fellow community organizations and NGOs. Your partnerships, shared vision, and joint efforts have significantly enhanced our reach and effectiveness in implementing community-driven projects.
- **Volunteers and Staff:** Our volunteers and staff are the backbone of PY. Your dedication, passion, and hard work are the driving force behind every success we achieve. We are immensely grateful for your unwavering commitment and tireless efforts.
- **Beneficiaries and Community Members:** We acknowledge the trust and participation of the beneficiaries and community members who engage with our programs. Your involvement and feedback are vital in shaping our initiatives and ensuring they truly resonate with the community's needs.

Special Recognition of Outstanding Contributions

- **Exceptional Donors:** Special recognition is given to those donors who have gone above and beyond in their support, whether through substantial financial contributions or consistent support over the years. Your commitment to our cause has been a cornerstone of our success.

- **Innovative Partnerships:** We acknowledge our partners who have engaged in innovative collaborations with us, bringing new ideas and approaches that have significantly enhanced our program's effectiveness.
- **Volunteers of the Year:** A special mention to our 'Volunteers of the Year', individuals whose extraordinary dedication and contributions have made a significant difference in our operations and outreach.
- **Dedicated Staff Members:** Individual staff members who have shown exceptional commitment, leadership, and innovation in their roles deserve our utmost appreciation. Your efforts have not only advanced PY's mission but also set an example for others.

The support and contributions of each individual and organization associated with Peace by Youth have been fundamental to our accomplishments. We are deeply grateful for your continued belief in our mission and look forward to fostering these relationships further as we continue our journey towards empowering youth and enriching communities.



Appendices

The appendices section of this annual report serves as a repository for additional data, supporting documents, and essential organizational details. This section is intended to provide stakeholders with comprehensive access to information that substantiates the content of the report and offers further insight into the operations of Peace by Youth (PY).

Additional Data and Supporting Documents

- **Project Reports and Case Studies:** Detailed reports of each project undertaken in the year, including methodologies, outcomes, and impact assessments. Case studies highlighting specific success stories and innovative approaches are also included.
- **Financial Statements and Budgets:** Complete financial statements for the year 2022-23, including income statements, balance sheets, and cash flow statements. Detailed budgets for each project and program are provided for a transparent view of financial management.
- **Statistical Data:** This includes quantitative data on the number of beneficiaries, volunteers engaged, events conducted, training sessions held, and other relevant metrics. This data offers a quantitative perspective on PY's impact.
- **Survey and Feedback Summaries:** Summaries of surveys and feedback collected from beneficiaries, volunteers, and partners. This feedback is crucial for understanding the effectiveness of PY's programs and for future planning.
- **Policy Documents:** Copies of key policy documents that govern PY's operations, including human resources policies, financial management policies, and codes of conduct.
- **Compliance and Regulatory Documents:** Documentation proving compliance with legal and regulatory requirements, including registration certificates, audit compliance reports, and any relevant accreditations.

Contact Information and Organizational Details

- **Main Office Contact Details:** Complete address of PY's main office, contact numbers, email addresses, and operational hours. This section

also includes contact information for key departments and staff members.

- **Regional and Field Offices:** Addresses and contact details of any regional or field offices operated by PY, providing stakeholders with points of contact across different locations.
- **Website and Social Media:** Information on PY's online presence, including the website URL and social media handles. These platforms offer an interactive way for stakeholders to engage with PY and stay updated on its activities.
- **Key Personnel:** A list of key personnel in the organization, including the leadership team, department heads, and project managers, along with their contact information.
- **Inquiry and Feedback Channels:** Details on how to make inquiries, provide feedback, or lodge complaints, including email addresses and phone numbers for these specific purposes.

This appendices section is designed to be a comprehensive resource, ensuring transparency and accessibility for all stakeholders interested in Peace by Youth's operations and impact.



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